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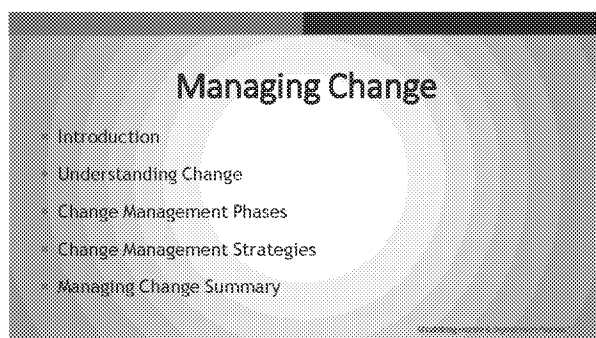
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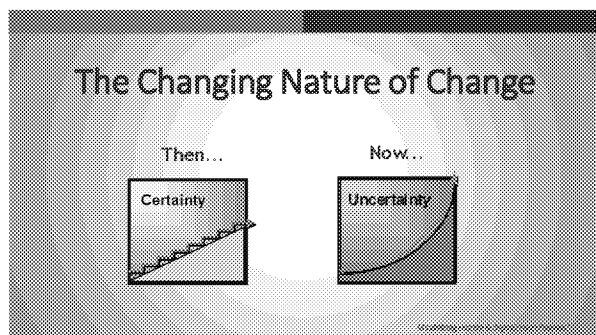
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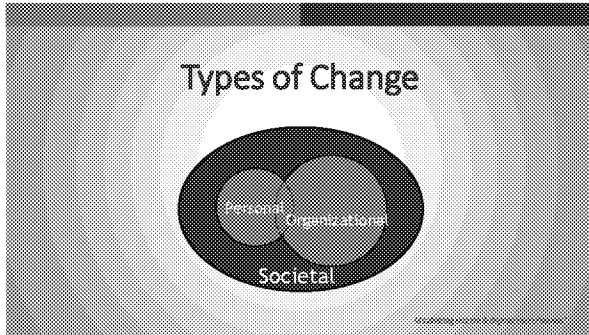
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### Inevitability of Change

- Pace of change is accelerating
- Only two outcomes:
  - Change Master
  - Change Victim

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### Remembering Change

- What did you think?
- What did you feel?
- What did you do?
- What did you learn?
  - Non-productive change behaviors
  - Productive change behaviors

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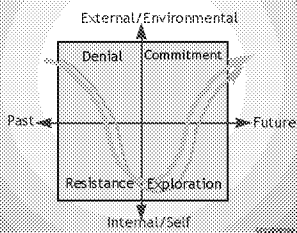
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## The Transition Curve




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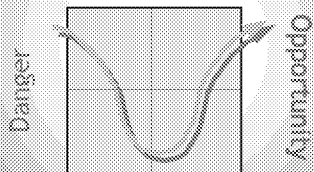
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## Change = Danger + Opportunity




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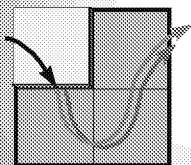
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## Change Phases – Phase 1: Denial



- ☐ Benefits
- ☐ Costs
- ☐ Strategies

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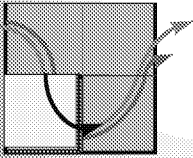
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## Change Phases – Phase 2: Resistance



- ☐ Benefits
- ☐ Costs
- ☐ Strategies

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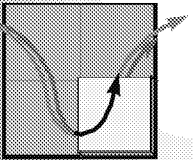
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## Change Phases – Phase 3: Exploration



- ☐ Benefits
- ☐ Costs
- ☐ Strategies

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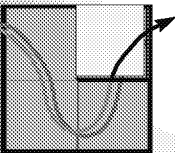
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## Change Phases – Phase 4: Commitment



- ☐ Benefits
- ☐ Costs
- ☐ Strategies

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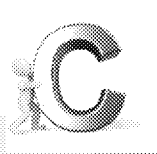
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## Change Management Strategies

### The Four C's:

- Commitment
- Challenge
- Connection
- Control



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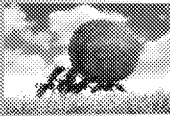
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## Commitment



- Accept the need to change
- Understand the change direction
- Commit to growth and success

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## Challenge

- Take responsibility
- Experiment
- Substitute challenging beliefs
- Rehearse positive imagery



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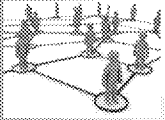
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## Connection



- People as a resource
- Reaching out to others
- Creating a support network

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## Becoming a Change Master

		Take Control	
		Can Control	Cannot Control
Action	Mastery	.....	Wheel Spinning
	.....	.....	.....
Risk	Giving Up	.....	Letting Go
	Action	.....	.....

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## Summary

- Commit to the change
- Challenge attitudes & beliefs
- Connect with others
- Take control

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## How to Contact ESPYR



You may contact ESPYR at:

(800) 869-0276

or

Request services securely at our website:

[www.espyr.com](http://www.espyr.com)

Log in using your password

OneEPA

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